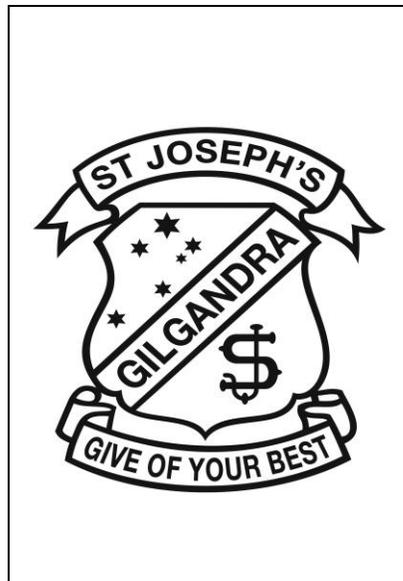


St Joseph's School Gilgandra  
Annual School Educational and Financial Report  
2013



Address: 20 Wrigley Street, Gilgandra  
Postal Address: PO Box 37, Gilgandra, NSW, 2827  
Telephone: (02) 68472828  
Facsimile: (02) 68471422

## **ABOUT THIS REPORT**

St Joseph's School Gilgandra is registered by the Board of Studies (NSW) and is part of a system of schools managed by the Catholic Education Office (CEO), Bathurst. The CEO, Bathurst is the 'approved authority' for the Registration System formed under Section 39 of the NSW Education Act 1990.

The Annual School Educational and Financial Report for this year provides the school community with reliable and objective information about school performance measures and policies, as determined by the Minister for Education (NSW) in conjunction with requirements of the Minister for Education, Employment and Workplace Relations.

This Report also outlines information about initiatives and developments of major interest and importance to the school community during the year, and the achievements arising from the implementation of the school's Annual Development Plan.

Accordingly, this Report demonstrates accountability to the school community and the CEO, Bathurst.

This Report complements and is supplementary to school newsletters, yearbooks and other regular communications. This report will be available on the school and CEO websites by 30 June 2014 following its submission to the Board of Studies.

Further information about the school or this report may be obtained by contacting the school on (02) 68472828.

## **PRINCIPAL'S MESSAGE**

As another year draws to a close I am grateful to have this opportunity to reflect on 2013. It has again been a busy year but also another year in which we, as a school community, have achieved so much.

Firstly I would like to thank Fr Martin for being a wonderful Parish Priest. Father is so positive in all that he does and we are blessed to have him here at St Joseph's. We wish Sr Essie all God's blessings as she embarks on a new chapter in her life. We thank Sister for her vast contributions to the school and parish and remind her that she will always be a part of our school family.

The staff has again been outstanding contributors to the school. Their thorough planning, implementations and reflections along with their enthusiasm, care and professionalism ensure that the students are in great hands. I really do admire the wonderful dedication of all the staff and their willingness to go that extra mile so that every child receives the best possible education.

During the year the staff were involved in a series of workshops titled 'Contemporary Learning In The Primary Classroom – 21<sup>st</sup> Century Learning'. From these workshops the staff was required to list our school's top five characteristics of a learning centered environment. This is what we identified for our school:

1. Children are challenged and supported according to their individual needs in a progressive and Christ centered environment.
2. All stakeholders work collegially as a team – students, staff, parents, carers, parish and community.
3. Assessment, evaluation and reflection are used to drive teaching and learning, ensuring students' experiences are relevant.
4. Children are provided with tools to be able to reach their full potential both now and in the future.
5. Staff has a firm knowledge of content and effective teaching practices to ensure individual success using up-to-date resources – technological and non-technological.

These are thought provoking goals that I believe are achievable.

I would also like to take this opportunity to thank Mrs Heather Larkin who is retiring this year. She truly has been an inspirational teacher, leader, parent and community member. Heather, all of us at St Joseph's, will miss you.

The parents, carers, family and friends have ensured the strong bond between school and home that has become synonymous with St Joey's, has continued. I urge you to support your school in any way that you can. As I have said many times, the more you put into something the more you will get out of it. Thank you to our hard working P & F Association who has contributed over \$40,000.00 to the school this year. An amazing effort! There are too many people to name individually but many of our parents and friends have been astounding in regards to the time and effort that they have afforded the school. Your commitment is greatly appreciated.

The children of our school are many and varied and they are all special and unique. They all develop at their own rate but hopefully all the students here this year have been able to celebrate success. As a school we have been pleased with our academic and sporting results. We are proud of the way our children behave and act towards their peers and others. Not for a moment do we believe that the children are perfect because, like us adults, they are human. But our expectations are that the students strive to be the best they can, continually learning from their mistakes and as it says in the hymn, "Be

God's", "with God's love, change the world with your life". So, congratulations to all the students for their achievements this year whether it be spiritual, academic, sporting, cultural or just being kind and caring people. I would like to make special mention to our fabulous Year 6 leaders. You may have been small in number but you were definitely big on effort. You led by example and ensured Joey's has remained a fabulous school. Well done. We all wish you God's blessings and thank you for being such inspirational leaders.

Last year was Rosemary Duncan's eleventh and last year working on the Yearbook. Rosemary certainly did set the bar high and we are so grateful for her fabulous contributions as editor and typist. This year Michelle Woollams took over the reigns as editor of our Yearbook and she has done a great job. Thank you to Michelle and her very competent offsider, Mel Phillips for giving us a fantastic reminder of 2013 at St Joey's.

Finally, I feel very privileged to be part of St Joseph's School and I very much look forward to working with you in the education of your children again next year.

Tony Musgrave  
Principal.

### **MESSAGE FROM OUR PARISH PRIEST**

Dear Friends,

A little boy threw a rock a great distance. When his amazed father said, "Why, you couldn't possibly throw it that far!" the youngster replied, "I didn't know I couldn't".

Teachers, parents, grandparents, friends – I'm sure your children surprised you during the year, living up to the school motto, 'Give Of Your Best' because 'they didn't know they couldn't'! They would have surprised themselves too and grown in confidence.

A couple of sayings I treasure from my school days are: 'nothing ventured, nothing gained' and 'fortune favours the brave'. As a parish and school we are all dedicated in helping the children develop in their spiritual, intellectual, physical, social and emotional lives. Hopefully they will use their talents, gifts, opportunities etc. as Christ would. And He, after all, came 'so that we may have life and have it to the full'.

May God bless you all abundantly!

Yours in Christ

Fr Martin O'Mahony,  
Parish Priest.

## **MESSAGE FROM OUR PARENTS and FRIENDS ASSOCIATION**

To the staff, students, parents and friends of St Joseph's Gilgandra, I am happy to present my 2013 P & F Report. The P & F has worked throughout the year in a friendly and supportive manner. It has conducted its usual fundraising activities for the year, all being financially successful. I would like to acknowledge and thank secretary Wes Morris and treasurer Carol Alchin for the tasks they have performed in their various capacities throughout 2013. To the other members, who keenly attend meetings, thank you for your contributions.

I would like to thank Father Martin, Tony and all the staff for their hard work throughout 2013.

During the year the Catholic Ball again was an outstanding success. This was largely due to the efforts of our group of Ball Secretaries, Jaimee McEwen, Melissa Welsh and Merlyn King along with the continued support of Mandy Musgrave. I would like to thank our Ball Matron, Mrs Gai Gilmour. I also would like to thank all the other helpers who assisted with the organization and running of the Ball in 2013.

The 2013 Mother's Day and Father's Day stalls were also well supported. Thanks to our organizers Danielle Diggs, Bettina Spora and Toni Fuller.

While disappointed that I couldn't be there, the fete was again hugely successful. The reports were that it truly was a fun experience for the students and another excellent result financially for the P & F. The P & F thanks Fete Coordinator, Mel Ferguson for her huge effort and imagination to invent new ideas and activities for all who attend. It truly is popular with the kids and to quote Tony "Nobody goes home on the bus on fete day". I would like to thank all the parents who donated goods and/or helped in any way to ensure the success of the fete.

In 2013 the P & F has contributed over \$40,000.00 worth of resources to St Joseph's School. We would be unable to help the school and therefore, our children's education, if it wasn't for the support of the parents and the Gilgandra community.

I am always amazed at the generosity of people in Gilgandra. Thanks to all who have supported St Josephs P & F throughout 2013.

Andrew Schier  
President  
St Joseph's P & F Association

## **CATHOLIC IDENTITY**

### **Vision Statement**

*'For the Glory of God We Give Of Our Best'*

### **Mission Statement**

St Joseph's School offers a caring and loving environment in which Christ is the centre of all we do. We strive to educate the whole child in an atmosphere that values excellence in all areas of endeavour in a climate of love and acceptance.

A wonderful initiative at our school is the Buddy System. At the beginning of each year a Year 6 student is assigned a Kindergarten buddy. The responsibility of the Year 6 student is to assist their Kinder buddy to settle into 'big school'. They have morning tea and lunch together, go to the tuck

shop, help them to the toilet and bubblers and just show them how things ‘work’ at St Joey’s. It is fantastic for both the Kinder and Year 6 student. During first term the Year 6 students interview their buddy about various likes and even some dislikes. Then at a Welcome Liturgy we all hear about the newest members of the Joey’s family and we officially welcome our Kinder class. The Year 6 student also makes a special badge for their buddy as a memento of this day.

The Junior Josephites is a voluntary organisation that is offered to Years 5 and 6 students at St Joseph’s School. The aim of the organisation is to follow the example of Mary MacKillop – St Mary of the Cross, in word and deed. The Junior Joey’s met monthly at school and organised ways in which to become involved in our local community. One way was by visiting the residents of the Cooee Lodge Retirement Village on a regular basis. Therefore every Wednesday at lunch time a group of Junior Josephites visited Cooee Lodge to read, play games or perform some music.

## **STAFF SPIRITUALITY**

At St Joseph’s the aim is to create an atmosphere in which the Word of God is lived by the staff in a caring and loving environment, where respect for each other is shown in all aspects of school life. Staff pray as a group once a week before staff meetings on a Wednesday after school. Teachers take turns at being responsible for preparing a prayer and reflection. Staff participate in the Lenten program as a group. Each teacher takes turns in leading the discussion. Staff attend a weekly Mass on Tuesday at 9:00 a.m. with the local community. This Mass is optional for the students. Teachers are encouraged to visit the Church before attending classes. The staff celebrate a special Liturgy and participate in an Act of Dedication at the beginning of the year. Literature such as Inform, Gospel and Life Reflection are subscribed to by the school and are available for teachers to read. All staff are given the opportunity to plan and be involved in whole school Liturgical experiences. In consultation with the Parish Priest, staff are encouraged to accept a range of Liturgical ministries.

## **PRAYER**

**At St Joseph’s School it is understood that:**

- Children pray daily with their class.
- School assemblies, including morning assembly, recess and lunch commence with an appropriate prayer.
- Children are actively encouraged to visit the church before school each day.
- Prayer should be meaningful and varied, with children being given an opportunity to express themselves through a variety of prayer mediums, e.g. meditation, song, quiet times, creative prayer.
- Each class develops and cares for an appropriate Prayer Focus/Table in the classroom. It is suggested that the Prayer Focus be varied on a regular basis to link in with class themes. Care should be taken so that children respect the Prayer Focus and avoid placing inappropriate items on the table.
- Classes are encouraged to develop their own class prayers.
- A school Prayer Book is available for students with formal adoration, praise, thanksgiving and petition prayers.

## **SACRAMENTAL PROGRAMMES**

Overall planning for the Sacramental program is conducted early in the term with a meeting between the Parish Priest, REC and classroom teachers.

### **Administration of Sacraments**

*Eucharist* - Year 3 - Term 2, usually the Feast of Corpus Christi

*Confirmation* - Year 6 - Term 3, the date determined by the Bishop

*Reconciliation* - Year 2 - Term 4, usually the Feast of Christ the King

### **Enrolment for Sacraments**

Parents and children are invited to enrol eligible children for Confirmation, at a special enrolment liturgy at a weekend Mass prior to the commencement of the program.

### **Parental Involvement**

- (i) Parents are asked to attend an information evening for Confirmation and First Communion.
- (ii) Parent/child workbooks are distributed for completion at home.
- (iii) Regular attendance at Sunday liturgies is encouraged.

## **SCHOOL LITURGIES**

Whole school Masses are celebrated during the first and last week of every term. Teachers and students share an active role. Mass is celebrated every Tuesday at 9:00 a.m. and is optional for all students. The teacher who is rostered on for staff prayer also reads at Mass, selects children for the offertory procession and prepares Prayers of the Faithful with children in their class. Whole school Masses, Class Masses and Liturgies are celebrated and parents are invited to attend, followed by morning tea. At least one Mass/Liturgy per grade is scheduled each term for Years K-6. School Masses are generally at 10:30 a.m. on a Thursday. Teachers arrange a time to meet with the Parish Priest before their Mass. Each class prepares a Sunday Liturgy during the year.

## **PARISH CONTACT**

Fr Martin O'Mahony, Parish Priest, St Joseph's Presbytery, Wrigley Street, Gilgandra, Telephone: (02) 6847 2095.

## **SCHOOL FEATURES**

St Joseph's School is a one stream K-6 Catholic school.

All Year 6 students are considered leaders of the school and each receive a badge and duty statement at the beginning of the year. The school is very proud of each Year 6 class and how they lead by example.

The staff at St Joseph's is continually looking at ways of improving the teaching of all Key Learning Areas to ensure a rewarding education for all students. Every child is a unique individual and the

school endeavours to ensure each child is given the opportunity to develop in all aspects of life with Christ as the guiding light.

Major excursions are arranged for various classes including the Years 5/6 Sydney and Canberra/Snowy excursion, Year 4 Burrendong Dam, Year 3 Western Plains Zoo and various smaller infants excursions. These excursions are not only an integral part of the HSIE syllabus but they provide additional stimuli for writing and speaking. Students attend a school performance tour once a term and all students from Year 1 to Year 6 participate in verse speaking choirs in the annual City of Dubbo Eisteddfod. The students of St Joseph's have a good reputation for being polite and friendly.

The school is most fortunate to have a very supportive and hard working parent organization in the St Joseph's Parents and Friends Association. The P & F Association raise a considerable amount of money each year for the school through its annual debutante ball, fete and mothers' and fathers' day stalls.

### **ENROLMENT POLICIES AND PROFILES**

The essential requirement for enrolment and continuing enrolment is adherence to school policies and full participation in the Catholic practices of the school. Whilst preference is given to Catholic families, all children presented are considered and enrolled, provided that parents are supportive of the ethos of the Catholic school and vacancies exist. Applications for Enrolment and information books are available from the school office. The full text of the school Enrolment Policy may be accessed by contacting the school. There were no changes made to the enrolment policies during the year.

The enrolment for 2013 was 165 students, 88 males and 77 females, which includes 11 indigenous students.

#### **School Enrolment Details For 2013**

<b>Class</b>	<b>Boys</b>	<b>Girls</b>	<b>Total</b>
K	14	9	23
1	15	12	27
2	17	11	28
3	8	14	22
4	10	12	22
5	17	11	28
6	7	8	15
<b>Total</b>	<b>88</b>	<b>77</b>	<b>165</b>

Enrolments for the past four years are as follows:

2010 – 181      2011 – 174      2012 – 174      2013 – 165

St Joseph's School Gilgandra is situated in rural NSW on the Castlereagh River 65 kilometres north of Dubbo. Gilgandra has an approximate population of 2700 people in the town and 4800 in the shire. Within the school population, approximately 40% live on farms and travel to school by bus. There are

165 students enrolled at St Joseph's. Residents of the town are employed in service occupations such as banks, the shire, hospital, garages and small businesses. They enjoy keeping active whether it be by way of sporting activities or regular social gatherings.

Extensions to the school in recent years have been made including a full renovation and extension of all classrooms. The students have access to a wide range of resources, including the internet. The school is most fortunate to have a spacious, well equipped playground which is well utilized as St Joseph's and the Gilgandra community have such a strong sporting culture.

St Joseph's School is part of the Bathurst Diocesan School System. The school was founded in 1909 by the Sisters of St Joseph and has always had a strong family focus and a deep respect for the dignity of each person. The school is part of the St Joseph's Parish and Parish Priest, Fr Martin O'Mahony, is a regular and most welcome visitor to the school.

## **STUDENT ATTENDANCE AND RETENTION**

### **Attendance Rates**

<b><i>Year Group</i></b>	<b><i>Attendance Rate</i></b>
<b><i>1</i></b>	<b><i>84.84%</i></b>
<b><i>2</i></b>	<b><i>93.99%</i></b>
<b><i>3</i></b>	<b><i>93.36%</i></b>
<b><i>4</i></b>	<b><i>94.97%</i></b>
<b><i>5</i></b>	<b><i>95.00%</i></b>
<b><i>6</i></b>	<b><i>91.58%</i></b>
<b><i>Whole School</i></b>	<b><i>92.23%</i></b>

Each classroom teacher records student attendance in a class roll. The classroom teacher is responsible for collecting notes explaining absences. Attendance problems are referred by the classroom teacher to the principal who then contacts the parents as required.

## **SCHOOL CURRICULUM**

### **Religious Education**

The Catholic Diocese of Bathurst Religious Education Units

### **English**

Board of Studies English K-6 Syllabus

### **Mathematics**

Board of Studies Mathematics K-6 Syllabus

### **Science & Technology**

Board of Studies Science & Technology K-6 Syllabus

### **Human Society & Its Environment**

Board of Studies HSIE K-6 Syllabus

Discovering Democracy Curriculum Corporation

### **Personal Development, Health And Physical Education**

Board of Studies Personal Development, Health And Physical Education Syllabus

Road Safety and Drug Education

### **Creative And Practical Arts**

Board of Studies Creative & Practical Arts K-6 Syllabus.

The support teacher at St Joseph's supports the teachers in the special education and gifted and talented areas. This involves assisting in the identification of special needs children through teacher conferencing and/or testing, sourcing appropriate programs for the identified special needs and gifted and talented children and the monitoring of these children and programs to ensure achievement. It also involves setting a timetable for the school assistants to work with these targeted children. The support teacher has regular conferences with classroom teachers and school assistants to discuss those children on current programs and those children with whom they may have concerns. Meetings with the principal are also held on a regular basis, whereby the principal is kept informed of all that is happening in the Special Education area. The support teacher contacts, refers and liaises with visiting professionals, ie, psychologist, speech pathologist, occupational therapist, Diocesan Special Education Consultants etc and provides feedback to the relevant teachers. As whole school testing is completed in March and November, results of the tests are evaluated by the support teacher and in consultation with the classroom teacher and principal, recommendations are made.

### **KNOWLEDGE EXPLOSION**

The Knowledge Explosion continued again in 2013. The children were surveyed as to what special activity they would like to learn more about and the top interests were included in the Knowledge Explosion. Members of the community who had an expertise or interest in a particular field were invited to assist. These experts were accompanied by a teacher from our school. The subjects in 2013 included Mosaic Tiling, Woodwork, Electronics, Sewing, Cooking, Calligraphy, Scrapbooking, iPads, Multimedia and Welding. The Knowledge Explosion ran over three weeks on Friday, 8 November, Friday, 15 November and Friday, 22 November.

### **STUDENT PERFORMANCE IN NATIONAL ASSESSMENT PROGRAM in LITERACY AND NUMERACY (NAPLAN)**

#### **Literacy and Numeracy**

Students in Years 3, 5, 7 and 9 around Australia sat the NAPLAN Tests in May 2013. Individual student reports were provided in September 2013. Analysis of these results assists the school in planning and is used to support teaching and learning programs.

Detail on school performance is provided in the following tables. Band distributions and percentages of students achieving the national minimum standard are outlined separately for Years 3 and 5.

Points to note are:

- In Year 3 students placed in Band 1 are below national minimum standard. Students in band 2 are achieving national minimum standard and students in bands 3 and 4 are “at proficiency”
- In Year 5 students placed in Band 3 are below national minimum standard. Students in band 4 are achieving national minimum standard and students in bands 5 and 6 are “at proficiency”.

### Band Distribution (%) - YEAR 3

	Band	1	2	3	4	5	6	%at/above National Minimum
<b>Reading</b>	School	0	0	8.7	39.1	8.7	43.5	100
	Diocese	2	7	17	25	21	27	98
	State	3	10	16	25	19	28	97
<b>Writing</b>	School	0	0	4.3	21.7	34.8	39.1	100
	Diocese	1	5	16	27	39	12	99
	State	2	6	15	23	37	17	98
<b>Spelling</b>	School	0	0	13	17.4	39.1	30.4	100
	Diocese	3	6	20	27	24	21	97
	State	4	6	18	23	24	25	96
<b>Grammar &amp; Punctuation</b>	School	0	0	8.7	13.0	30.4	47.8	100
	Diocese	2	7	14	22	27	28	98
	State	3	8	14	21	24	31	97
<b>Numeracy</b>	School	0	0	0	31.8	50	18.2	100
	Diocese	1	6	19	33	31	10	99
	State	3	8	22	29	25	14	97

## Band Distribution (%) - YEAR 5

	Band	3	4	5	6	7	8	%at/above National Minimum
<b>Reading</b>	School	3.7	7.4	29.6	29.6	14.8	14.8	96.3
	Diocese	1	8	23	32	25	13	99
	State	2	9	23	29	22	15	98
<b>Writing</b>	School	3.6	10.7	39.3	32.1	10.7	3.6	96.4
	Diocese	3	7	23	23	25	19	97
	State	5	9	22	22	23	19	95
<b>Spelling</b>	School	7.1	7.1	21.4	50	10.7	3.6	92.9
	Diocese	4	7	25	33	23	8	96
	State	5	8	21	27	25	13	95
<b>Grammar &amp; Punctuation</b>	School	10.7	7.1	25	10.7	25	21.4	89.3
	Diocese	3	7	23	23	25	19	97
	State	5	9	22	22	23	19	95
<b>Numeracy</b>	School	0	18.5	14.8	25.9	40.7	0	100
	Diocese	2	12	30	32	15	9	98
	State	5	15	26	26	13	15	95

The school was very pleased with these results and wishes to congratulate both staff and students for their wonderful work. Our Year 3 class achieved results in NAPLAN that were above the state and diocesan means in all areas. These were outstanding results! Year 5 achieved results that were above state and diocesan means in numeracy. Well done. An analysis of these results will be conducted to determine strengths and areas for development.

## **PROFESSIONAL LEARNING AND TEACHER STANDARDS**

### **Professional Learning**

**The total number of days in professional learning activities for 2013 were 117**

**Teachers were involved in the following professional learning activities in 2013:**

Program Supervision, NAPLAN Analysis, QCE, Pre-Lit, Accounts Administration, WHS, Child Protection, Spoke & Hub Meetings, Asthma Training, Lenten Program, Contemporary Learning, Australian Curriculum – Assessment and Programming, Christmas Storytelling, Institute Mentoring, Teaching with iPads, Live, Life Well at School, Maths Focus Day, PLC Meeting, ShareCloud Bootcamps.

### Teacher Standards

The NSW government requires that this report detail the number of teachers in each of the following categories:

<b>Teacher Qualifications</b>	<b>Number of Teachers</b>
1.Those having teaching qualifications from a higher education institution within Australia or as recognised within the National Office of Overseas Skills Recognition (AEI-NOOSR) guidelines	14
2. Those having qualifications as a graduate from a higher education institution within Australia or one recognised within the AEI-NOOSR guidelines but lack formal teacher education qualifications	Nil
3. Those not having qualifications as described in 1 or 2 but have relevant successful teaching experience or appropriate knowledge relevant to the teaching context. Such teachers must have been employed: - to 'teach' in NSW before 1 October 2004 (either on a permanent, casual or temporary basis), and - as a 'teacher' during the last five (5) years in a permanent, casual or temporary capacity.	Nil

### **Teacher Attendance and Retention Rates**

Teacher Attendance	98%
Teacher Retention	100%

### WORKFORCE COMPOSITION

	<b>Male</b>	<b>Female</b>	<b>Male Indigenous</b>	<b>Female Indigenous</b>
<b>Principal</b>	<b>1</b>			
<b>Assistant Principal</b>		<b>1</b>		
<b>Teachers/Coordinator</b>	<b>2</b>	<b>9</b>		
<b>Teacher Assistants</b>		<b>3</b>		<b>1</b>
<b>Librarians</b>		<b>1</b>		
<b>Ancillary Staff</b>		<b>2</b>		

## **SCHOOL POLICIES: STUDENT WELFARE, DISCIPLINE, COMPLAINTS and GRIEVANCES**

### **Student Welfare and Discipline Policy**

Christian courtesy, at all times, is the foundation of a healthy school spirit. Children need to be allowed to grow as valued members of a school community and provided with the opportunity to 'Give Of Their Best'.

At St Joseph's the pastoral care and discipline policy clearly states that the school is concerned with the welfare of every child and it is the duty of the school to treat each student with a sense of justice. This policy deals with students' rights and responsibilities, classroom behaviour, anti-bullying and contains procedures and consequences for misbehaviour. Corporal punishment is expressly prohibited in this school. The school does not sanction administration of corporal punishment by school persons and non-school persons, including parents, to enforce discipline in the school.

The full text of the school Student Welfare and Discipline Policy may be accessed by contacting the school.

There were no changes made to the Student Welfare and Discipline Policy during the year.

### **Complaints and Grievances Policy**

St Joseph's School is committed to providing a pleasant, safe and effective working environment for the students. Parents are encouraged to contact the school and arrange an interview so that problems and concerns can be dealt with swiftly and effectively.

The full text of the school Complaints and Grievances Policy may be accessed by contacting the school.

There were no changes made to the Complaints and Grievances Policy during the year.

### **Anti-Bullying Policy**

Bullying is usually deliberate, hurtful treatment that is repeated over time. The person bullying has more power (physically or psychologically) than the person being bullied. Our overall anti-bully strategy includes:

- Regular class reminders by teachers about school rules.
- Consistent implementation of our 'Hands Off' policy.
- Teaching of our Anti-Bullying Program.
- Monitoring and recording of unacceptable behavior.

The full text of the school Anti-Bullying Policy may be accessed by contacting the school.

There were no changes made to the Anti-Bullying Policy during the year.

## **SCHOOL DETERMINED IMPROVEMENT AND TARGETS**

### **Improvements for 2013**

#### ***Catholic Life and Religious Education***

- Reviewed QCE Component 1.3 –Teaching In This Catholic School.
- Participated in Lenten Program.
- Completed Child Protection Inservice Training.

#### ***Learning and Teaching***

- Reviewed QCE Component 2.7 – Student Achievement.
- Analyzed NAPLAN Results.
- Implemented DIBELS Assessment Strategies.
- Introduced National English Curriculum.
- Ensured programming included the following
  - outcome reflective marking and comments featured in students' work books,
  - timely effective feedback to students,
  - peer feedback and self assessment,
  - integration of ICT
  - assessment strategies being used in the classroom.
- Completed Contemporary Learning In The Classroom Inservices.
- Further differentiation in the classroom undertaken.

#### ***Leadership For School Improvement***

- Introduced Professional Learning Community strategies.
- Developed Annual Plan for 2014.

#### ***Strategic Resourcing***

- Reviewed QCE Component 4.3 – ICT Resources.
- Staff completed WHS Anaphylaxis and Emergency Procedures Modules.
- Continued school maintenance.

### **Targets for 2014**

#### ***Catholic Life and Religious Education***

- Review QCE Component 1.6 – Prayer, Liturgy and Spiritual Life of the School.
- Child Protection Inservice Training.
- Discrimination, Bullying and Harassment Training.
- Weekly Staff Prayer.

#### ***Learning and Teaching***

- Review QCE Component 2.2 – Curriculum Provision.
- Analyze NAPLAN Results.
- Implement National English Curriculum.
- Introduce National Mathematics Curriculum.

### ***Leadership For School Improvement***

- Review QCE Component 3.2 – Professional Relationships.
- Develop Annual Plan for 2015.

### ***Strategic Resourcing***

- Review QCE Component 4.1 – Financial Management.
- Continue school maintenance.
- Develop Medication Policy.
- Staff to complete WHS Risk Management and Infectious Control Modules.

## **INITIATIVES PROMOTING RESPECT AND RESPONSIBILITY**

It is clearly stated in the School Policy and Staff Handbook that all at St Joseph's School have rights and responsibilities and all have the right and responsibility to be treated with respect and to respect others. This is achieved through the day-to-day interactions of the school community. Special activities that are used to promote respect and responsibility include:

- Year 6 Leadership Program.
- Year 6/Kinder Buddy Program.
- Clean Up Australia Day.
- Kinder students visit to Cooee Lodge and the elderly at Easter and Christmas.
- Participation in ANZAC Day and Remembrance Day services.
- Grandparents' Day.
- Raising funds for Catholic Mission, Foster Child and Project Compassion.
- NAIDOC Week activities
- Junior Joey's.

## **PARENT, TEACHER AND STUDENT SATISFACTION**

During 2013 the school community and teachers were surveyed regarding the four key elements of the school. These elements were:

1. Catholic Ethos
2. Curriculum
3. Organisation and Management
4. Resources and Facilities

100% of those surveyed were satisfied with these four elements of the school.

## **FINANCIAL STATEMENT (2013)**

Catholic Schools are accountable for all monies received. Each year, the Catholic Education Office, Bathurst submits to the Commonwealth Government a financial statement on behalf of the 33 primary, central and secondary schools. In addition, the financial accounts for each school and for the Catholic Education Office are audited annually.

